

Oren Golan

I have spent the last 15 years building, operating, and scaling engineering teams. My operating principles include empathy, inclusivity, transparency, and a sense of urgency. I am drawn to challenges in complex domains that require emergent, bottom-up strategies.

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Highlights

- [Website](#)
- [LinkedIn](#)
- 15+ years of experience in building and leading remote engineering and product teams
- Hands-on experience with JavaScript, Node, Go, Ruby, C#, Docker, React, Svelte, and NoSQL databases
- AWS Solution Architect Associate
- Hired, coached, and scaled cross-functional, global teams
- Certified Scrum Master (with Jeff Sutherland)
- Speaking at conferences about technology, leadership, and culture
- Member and mentor in LA CTO Forum and Seattle CTO Club
- Judge at 2020, 2021, and 2022 Dempsey Startup Competitions (University of Washington)

Experience

Software Development Manager, Amazon. Aug 2016 – June 2023. Seattle

- Led an engineering team that managed a tier-1 service powering the landing pages of all Amazon Video devices
- Led an orchestration service that is part of hundreds of microservices. It utilized AWS technology, ensuring 99.9% availability, 5,000 requests per second, with robust fallback mechanisms
- Drove the team through all aspects of the engineering lifecycle, including project planning, work prioritization, architecture, development, release, and operations
- Hired, supported, mentored, and promoted engineers, while building an inclusive team environment
- Reduced operational overhead by 20% by driving OKRs for Operational Excellence
- Led a core element of streaming Thursday Night Football that allowed for the control of the streamed video. It included a REST API, an intuitive UI, and a library utilized by dozens of web services
- Conceived, developed, and launched a program that enabled Amazon engineers to go to market 2 weeks faster. Adopted by 8500 engineers with a net promoter score of 80
- Built a product flywheel that improved Amazon's development tools, leading to the creation of workshops and tools that accelerates the onboarding of engineers
- Built a community of engineers for revealing needs, finding local solutions, and generalizing them for the rest of Amazon builders community
- Led hundreds of job interviews for various roles as part of the Amazon Bar Raiser program. Additionally, I mentored and graduated 8 Bar Raisers

VP of Engineering, Sanguine Biosciences. Jan 2015 – Aug 2016. Los Angeles

- Formed and mentored a new development team
- Led cloud strategy based on AWS
- Built HIPAA-compliant infrastructure for clinical research projects

- Applied lean practices for company-wide process improvements
- Implemented software development processes - Scrum and Kanban
- Increased team's productivity by building CI based on Docker
- Developed highly available services and applications using Javascript, Node.js, and Golang

Senior Software Engineer, AT&T Interactive. Jan 2012 - Oct 2014. Los Angeles

- Led a technology change for YP.com website – migrating our tech stack from Ruby on Rails to a full-stack JavaScript code base (Node.js on the server)
- Won 2012 Hackathon which was to initiate YP's Engineering website
- Built a Node service that handles traffic from 10 million YP mobile apps and is responsible for push notifications
- Built a generic queuing platform that handles 500 request/sec, based on RabbitMQ, and Node.js processes
- Spoke at international conferences about client/server side technologies and software best practices

Ruby Developer, Borderstyle. Jul 2009 - May 2011. Los Angeles

- Built RESTful CMS Web Service + Web interface (Sinatra, MongoDB, jQuery, and Git)
- Developed 2 Rails websites using MySQL and decent test coverage with Rspec and Cucumber
- Developed mobile optimized sites using HTML5 and CSS3
- Ownership of my projects – requirements, development, deployment, and maintenance
- Implemented a Kanban system for multiple teams

Technical Project Manager and Scrum Master, MySpace. Oct 2007 - May 2009. Beverly Hills

- Accelerated the integration of an acquired start-up (kSolo) to Myspace Karaoke
- Worked with Project Managers, Architects, and 30 global Scrum teams
- Managed all aspects of Scrum: sprint planning and review, retrospectives, and Scrum of Scrums
- Measured team's velocity that helped in creating a release plan
- Increased team's velocity by implementing lean practices and tools such as Kaizen and Kanban

VP of Engineering, CSS LivePos. Jun 2005 - Oct 2007. San Diego

- Scaled the engineering team from 5 to 25 in San Diego and Shenzhen
- Implemented an Agile methodology (Scrum and XP)
- Hired and coached development and QA teams
- Delivered a successful SaaS product (Point of Sale software)
- Managed requirements by collaborating with clients and product owners
- Migrated legacy projects (VB6 and ASP) to modern environment (C# and ASP.NET)

Education and Misc

- B.A in Computer Science - Academic college of Tel Aviv-Jaffa, Israel (Graduated: 2003)
- AWS Solution Architect Associate
- Certified Scrum Master (with Jeff Sutherland)
- Israeli Army veteran